UCSF JOURNAL

CAMPUS MAIL

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Bakke Decision — Chancellor's Statement

The announcement by the US Supreme Court of its decision in the Bakke case elicited the following statement to the press by Francis A. Sooy M.D., Chancellor, University of California, San Francisco:

"The United States Supreme Court has finally given its long awaited decision on the admissions suit of Mr. Allen Bakke against the University of California....The University of California, San Francisco has had one of the earliest and most successful programs in identifying and recruiting qualified, disadvantaged students — both minority and non-minority. We have been gratified by the number of these students who have satisfactorily completed their education in all our schools and gone on to become successful health practitioners. It is our intent to continue these programs in all of our health profession schools."

In interviews granted following the court announcement, the Chancellor declared that he believes the decision will not have a serious effect on the percentage of minorities admitted to UCSF's professional schools.

. . .Campus Comments on the Bakke Decision

"I am not surprised at the wide range of opinion and reaction to the Court's complex and split decision in the Bakke case. The real test of the decision impact will be evident this Fall when the community can see what kinds of students get admitted to medical and other health professional schools.

"This is clearly a time for institutions of higher education, and their admissions committees, to demonstrate an even stronger commitment to affirmative action. Here at UCSF, we can expect that the ethnic composition of the entering medical school class will be closely scrutinized, with that scrutiny being based on the significant decline in the number of Black students in our medical school in the last few years. Black and other minority communities will be looking for a demonstration of renewed institutional commitment to remedying the effects of past discrimination and to the achievement of truly diverse student population.

"Finally, those who are heartened by the Bakke case because it sanctions the use of race as a factor, should not forget that admissions for minority students is only one phase of the struggle."

—Thomas Gwyn, acting director, Affirmative Action

"Dear Dr. Sooy:

"By way of introduction, I am Mary L. Davis, R.N., a doctoral candidate in the Doctor of Nursing Science Program at the University of California, San Francisco. I am Black.

"I was gratified to hear your speech on television regarding the stance of UCSF concerning the issue of affirmative action policies in the light of the Bakke decision. At this point in history a decision such as this, made by the Supreme Court, endangers *all* affirmative action programs and threatens the entrance of Ethnic People of Color in the health professions. Since the need for continued admission policies has been upheld by you, in your role as

(Continued on page 11.)

New Award to 15

Fifteen UCSF employees will receive the Chancellor's Award for University Service at a ceremony and reception on Thursday, August 10, from 3-5 p.m. in Millberry Union Lounge.

The service awards are being given for the first time to career staff employees — from hospital housekeepers to nurses and research associates — whose job performances have been exceptional, and who have, in some way, benefitted the campus. They will each receive a certificate, UCSF medallion and a check for $500 from UCSF Chancellor Francis A. Sooy. Presentations will be made by George A. Evanoff, vice chancellor, Personnel and Student Services.

All of the honored employees have been at the top of their salary range for at least five years. They were nominated by their department supervisors and heads, then selected by a screening committee. Part of the criteria for their selection

(Continued on page 10)

The Saul and Ida Epstein Otoneurologic Laboratory, which features an electron-microscope for study of nerve diseases of the head and neck, was dedicated Monday, July 31. Chancellor Francis A. Sooy and Roger A. Boles, chairman, Department of Otolaryngology, discussed the research and introduced the Los Angeles couple who have given the department a quarter of a million dollars to create the laboratory. A tour of the lab at 863 HSE followed. The laboratory will focus on basic research problems that affect such clinical disorders as facial tics, inner ear imbalance, loss of voice and loss of hearing, as well as continuing work on an artificial electronic hearing device called "cochlear implant." Robert A. Schindler is executive director of the laboratory; Russell Snyder is research director. Michael M. Merzenich is director of all the Otolaryngological Research Laboratories, including the new Epstein Lab and the 10-year-old Coleman Lab which is adjacent to it and shares in joint research projects, particularly work on the cochlear implant which is under the direction of Robin P. Michelson. Seen above is Dr. Schindler with Mr. and Mrs. Epstein in the new Epstein Laboratory.

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Their Day Has Come

The day has come when a person with a handicap can be hired — at UCSF, at least.

Many of them are not only working here, but doing a good job.

Louis Caruana, for instance. Louis is deaf, but does a lot of good work in the Personnel Office. Or Thelma Goodall, who has severe arthritis but became "indispensable" as a social worker aide. Or Chris Christensen, who has a combination of problems but who is fantastic in his Personnel job. Or Russell Meyer, who has multiple sclerosis but holds down a regular position in the Bindery Office in the library.

These are among the many who, not long ago, would probably not have been admitted to productive and responsible work. The handicapped, in years past, were all too often reduced to poverty.

Today it's not necessarily so, according to Barbara E. Sykes, rehabilitation counselor, lecturer in the School of Medicine, and coordinator of special projects in the Personnel Office.

A good many programs for the rehabilitation of people who had been regarded as unemployable have been organized in recent years. Many have grown out of the Rehabilitation Act of 1973, which declares that any institution that receives federal money, for example in the form of grants, must be conscious of hiring the handicapped.

UCSF, of course, is one of these: Barbara was asked to serve as the liaison person to help the university find handicapped people who might be hired.

It was her task to match handicapped would-be employees with appropriate and available jobs — and they had to be real jobs, not makework.

Supervisors in various departments identified 17 possible openings, and the state Department of Rehabilitation provided the names of 17 candidates, all with basic rehabilitation training. Barbara interviewed them, and all 17 were accepted as UCSF job trainees.

So far, she says, the results have been generally good. As might have been expected, some unforeseen problems appeared; it was necessary to overcome some old notions including the feeling that the disabled must be pampered.

"People feel bad about telling a disabled person he's not doing well," Barbara said. "But that's not what this is all about. The special needs of the handicapped must be accommodated, but if they don't pull their weight, I ask their supervisors to refer them to me. Then we try to figure out what's the trouble."

Something along this line happened with Louis, whose traineeship was in the Personnel Office. And the program paid an unexpected dividend when an inquiry disclosed the root of the trouble was in the inability of Louis and his fellow workers to communicate with each other effectively.

"Seven people in Personnel are learning sign language, to be able to 'talk' with him in his own language," Barbara said. "Now Louis is doing a lot — he does computer and word processing work as well as xeroxing and distributing mail."

And of course the ability to sign is a plus for the others, as well.

"I have been impressed with the way disabled have progressed," Barbara continued. "They have taken their training seriously, worked exceptionally hard, and I'm equally impressed with the supervisors' willingness to call and iron things out."

Carmen Telek underwent surgery on her back after an auto accident. "She applied for numerous jobs," Barbara said, "but for two years back problems interfered with her ability to work and employers routinely screened her out, not wanting to take a risk." Now she is one of the rehab trainees, working in the Billing Office of the Ob/Gyn Department.

Thelma Goodall had been a nurse's aide, but severe arthritis in her legs forced her out of that work. After basic training by the Department of Rehabilitation, she was assigned to work with pregnant mothers at San Francisco General Hospital Drug Abuse Center. There they found her to be indispensable, Barbara said, "She was able to relate to the patients, and to help the hospital social workers understand the needs of the community."

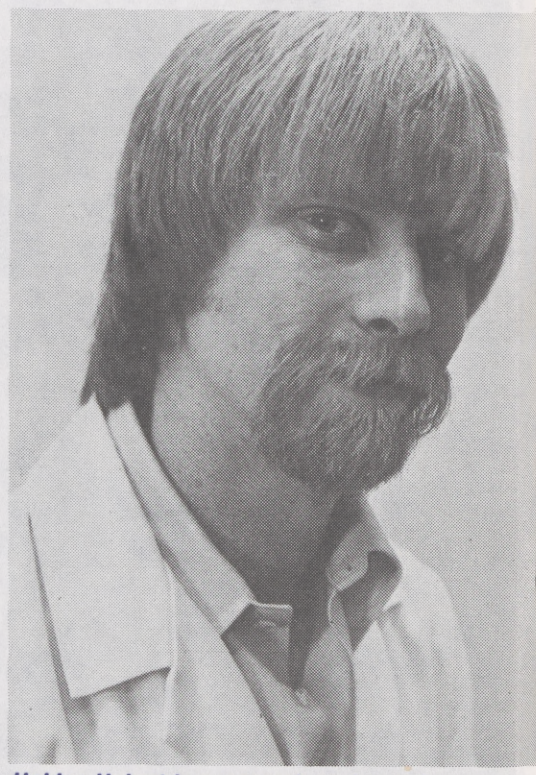
Another plus for the program is that of Chris Christensen, who had several problems to overcome, both physical and emotional. He's an assistant in Personnel, where his rapport with the disabled is described as "brilliant."

And Holden Hubert, who has had a long bout with juvenile diabetes, has won and is holding a job as a staff research assistant for Dr. Margaret Wong-Riley.

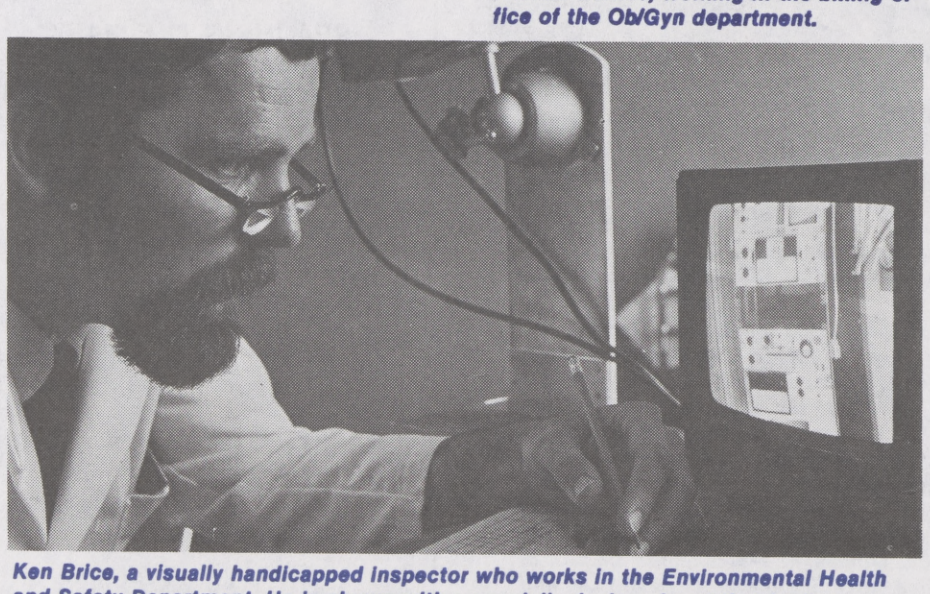
These are examples of the kinds of people who are proving the worth of the special rehab project. But, Barbara pointed out, they're not the only disabled employees at UCSF. Others have entered jobs here on their own or with other kinds of assistance, and are functioning productively. All of these people have won or are in the process of winning the admiration of their colleagues.

— Jane Eshleman Conant

Carmen Telek suffered back injuries following an automobile accident. She is a rehab trainee, working in the billing office of the Ob/Gyn department.

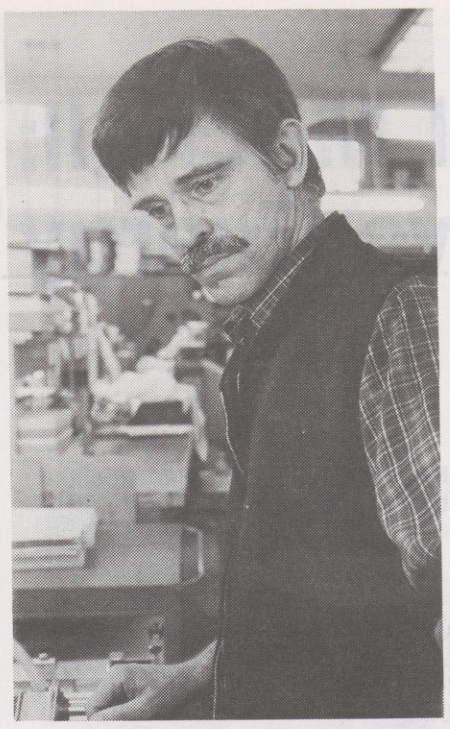


Holden Hubert is a research assistant for Margaret Wong-Riley. He won a bout with juvenile diabetes.

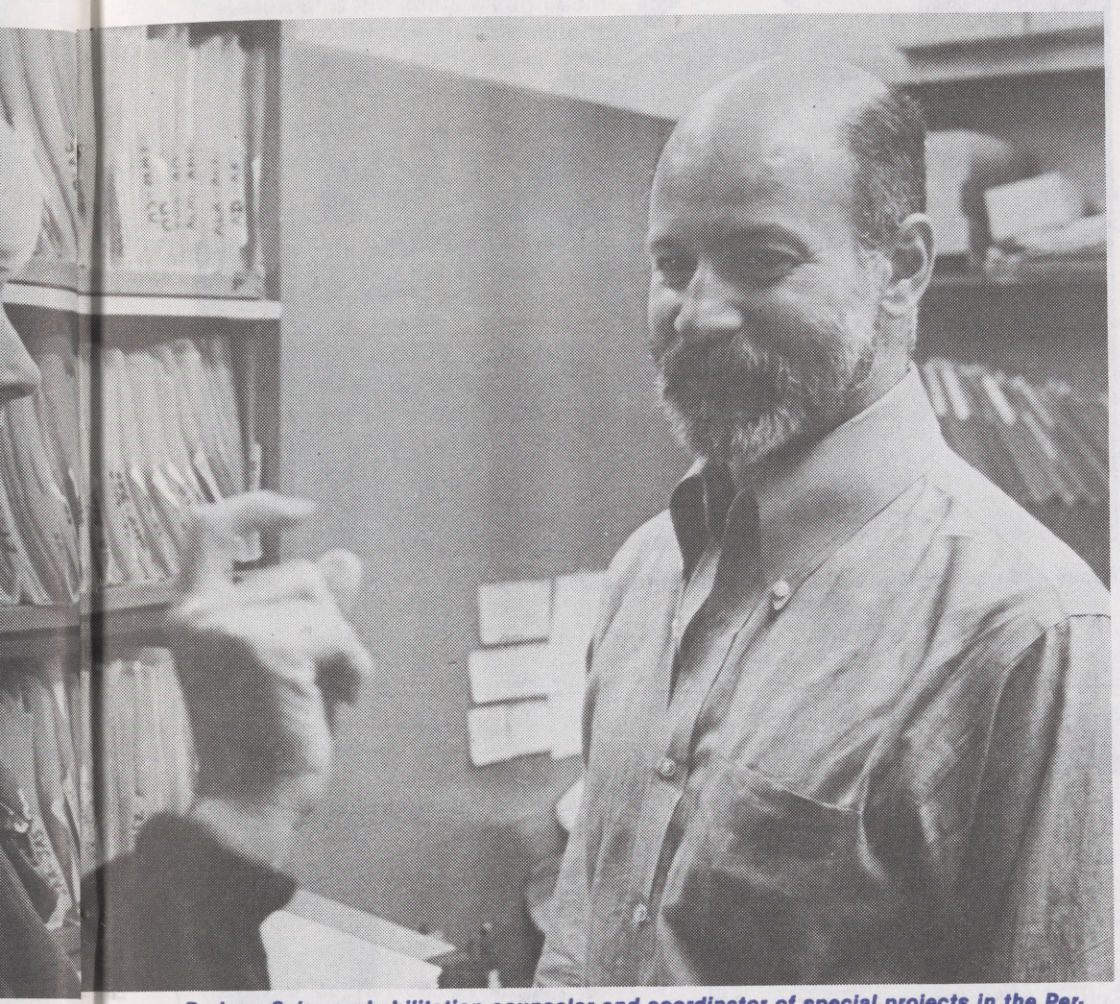


Ken Brice, a visually handicapped inspector who works in the Environmental Health and Safety Department. He is shown with a specially designed cart that he has adapted to safety testing.

Luciano Pandula (l) and Henry Yuen, both deaf and mute, have worked in the incoming mail section for more than 20 years along with Shiro Nishiyama (who is not in photo), who works in the metering room.

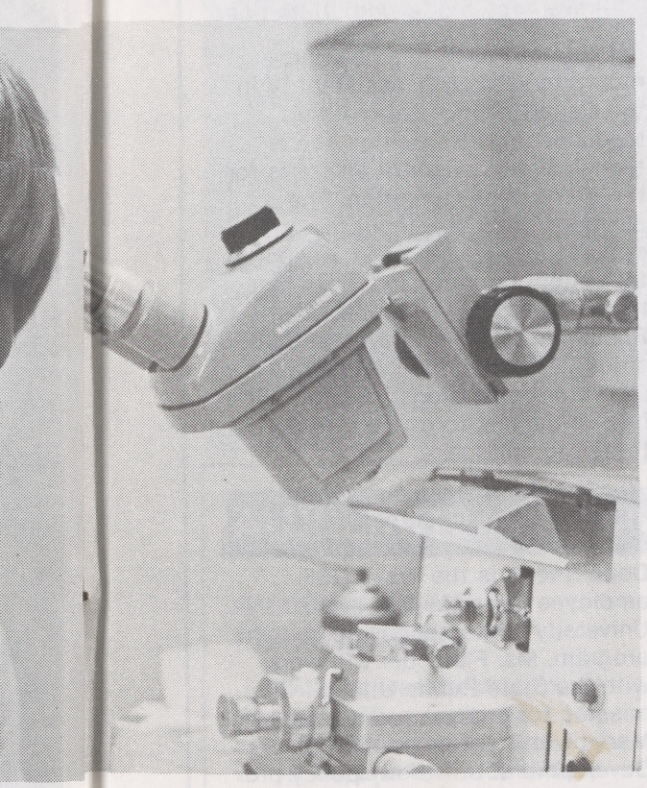


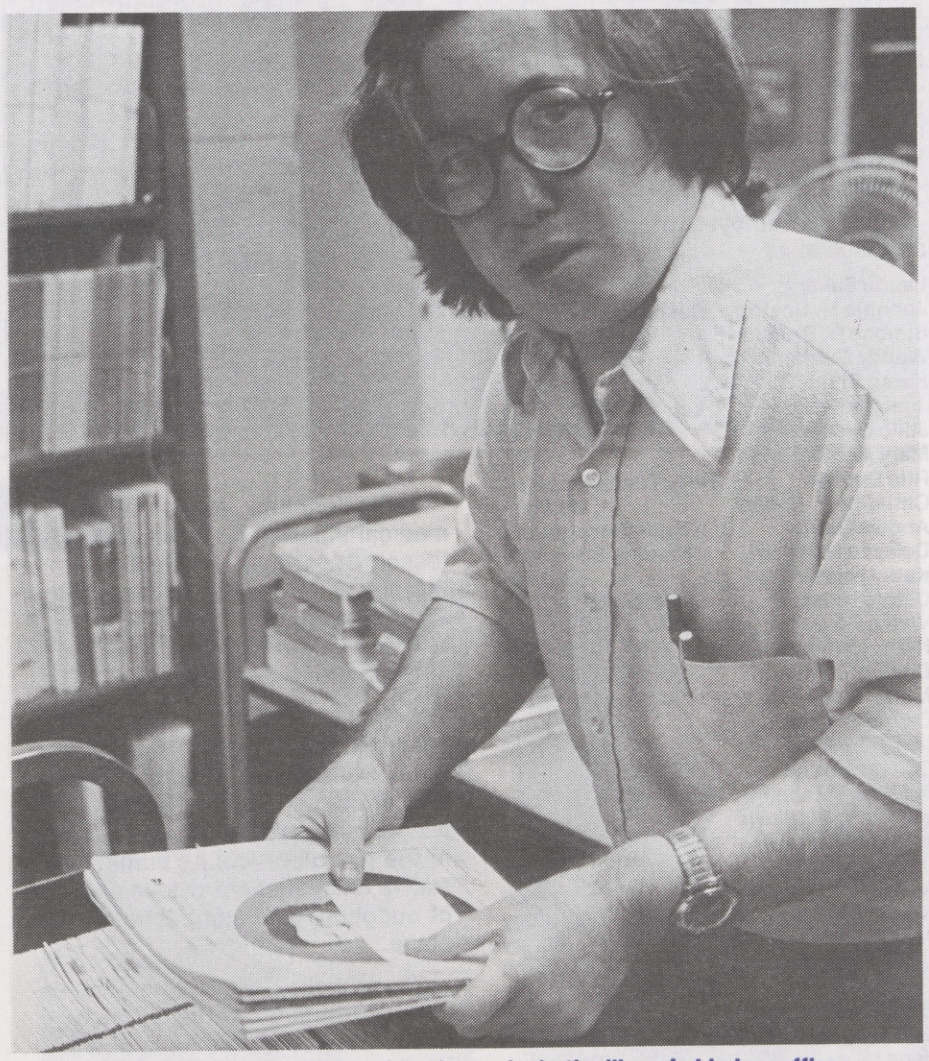
Darrell Griffin is a press operator for Reprographics. Deaf and mute, he has worked at UCSF for 10 years. Not shown is Fred Otis, deaf and mute press operator for Reprographics, who also has been here for 10 years.



Barbara Sykes, rehabilitation counselor and coordinator of special projects in the Personnel Office converses in sign language with Louis Caruana, who is deaf but able to do computer and word processing work in the Personnel Office.

Thelma Goodall (r) counsels pregnant mothers at San Francisco General Hospital's Drug Abuse Center. Severe arthritis in her legs forced her to discontinue work as a nurse's aide.





Russell Meyer, who has multiple sclerosis, works in the library's bindery office.

Editor's Note: Only the employees mentioned in this story were employed through the Personnel Office's special rehabilitation project; the others pictured on this page are not a part of this program, but were hired through normal channels. Photos by Will Coughley, EMR.

Carol Mitchell: Positive Energy

—Editor's Note: As we went to press we learned that Carol Mitchell passed away on July 22. Her colleagues asked that we run this story as a tribute to her.

The School of Nursing graduation committee made a special presentation to Carol Mitchell, assistant professor, at this year's commencement exercises.

"She is a gifted teacher," said a friend, Sallie Olsen, assistant clinical professor. "Her idea has always been to broaden the scope of the nurse's role and to interest her students in this — to stimulate them, help them grow, create a basis for them to discover things.

"She is a total believer in human capability and its potential for growth, and she helps that blossom in her students. . ."

The presentation was made. Now her friends in the nursing school have another idea — to say the things they want to say to her here, by way of the UCSF Journal, so that others beside herself may share in it.

The story is not of the sort the readers may have come to expect in this publication. But let Sallie Olsen tell it:

"A few years ago Carol began working with the community mental health nursing program. Her personal emphasis in the program is that nurses don't have to be just in the hospital — they can be out in the community. She brought that emphasis to the Department of Mental Health Nursing and made it available to undergraduate and graduate students.

"She sees nursing in a broader scope. . .she herself has become an expert in crisis intervention and has shared this skill with students in all departments of the School of Nursing. Another interest is alcoholism, and how nurses can participate in the treatment of alcohol abuse.

"Carol is married, and has four children. She took her master's degree at UCLA in 1972 and then came here. Thirteen years ago she had a bilateral mastectomy, with radiation, and recovered fully.

"Last fall she was working very hard on her Ed.D. in Educational Psychology. She was awarded a U.S. Public Health Service research grant to study the effects of mobility on families. She was also teaching full time. Then she started to have spells of dizziness, her peripheral vision was poor, she was bothered by a dry, persistent cough all the time. It turned out to be a recurrence of the cancer. She decided immediately that she would fight it with all guns going.

"She worked with guided imagery — where you think about your cancer, conceptualize it, make it a **thing** that you can consider; you've made it part of your life and you want to un-make it. She put off radiation in order to take a Christmas holiday cruise with her husband and children — a healing and soothing experience for all.

"Still she wanted to teach the community mental health nursing course, and asked me if I would help. Of course I did. Her expectation was recovery in a couple of months. It didn't work out that way.

"She developed unexpected side effects from the treatment. Through it all she maintained the same very positive attitude — 'There are problems to be solved; this day was bad, but. . .'

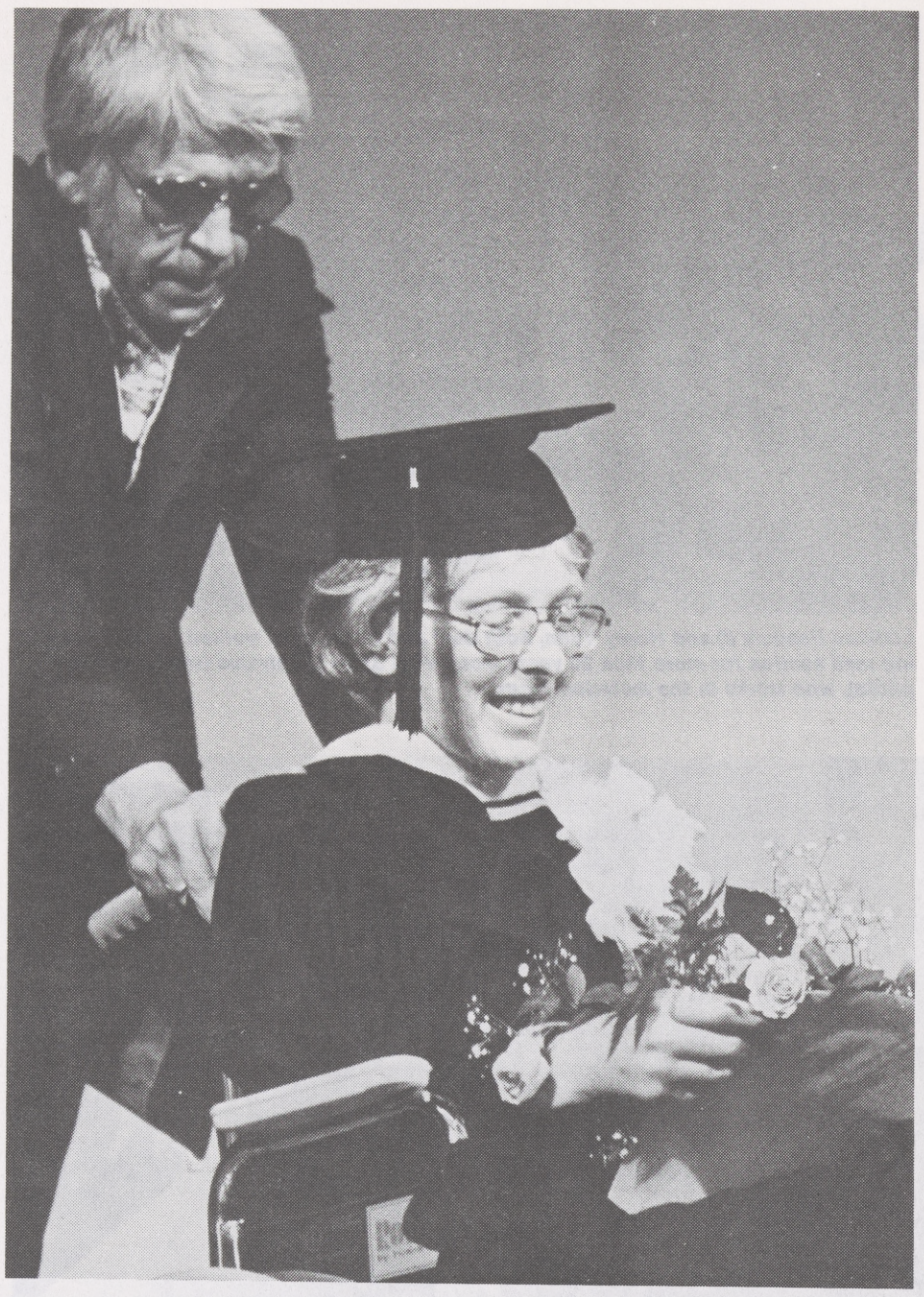
"The school has kept in constant contact with her, hired me full time, allowed her to stay on the active list. She wants to remain part of the well world, not to become part of the sick world.

"A lot of very positive experiences have come out of this — how people are caring and supportive, really loving, about one another. How caring the school has been, and how strong Carol has been. I remember thinking 'She greets her life with positive energy and does the same with incapacity.'

"Not long ago her husband called and said 'Carol says to tell you she's going to recover and will be back full time in the fall.'

"You see, that's the way Carol is. . ."

— Jane Eshleman Conant



Roses and recognition for Carol Mitchell during commencement.

MOVING AHEAD

Nurses recently promoted are:

Linda Armstrong	SSN 15 OB
Sandra Baillie	CNIII ICU
Jolene Ball	CNI 8E
Maureen O'Brien	CNII ICU
Les Cagle	CNII CCU
Susan Dempsey	CNI 6E
Margaret Fisher	CNII 11 NS
Debbie Healy	CNIII 6 NS
Maribeth Inturrisi	SSN 15 OB
Becky Kahn	CNII ICU
Vicki Ono	CNI 11 NS
Nancy Satwicz	CNII ICU
Judy Sweet	CNI 6E
Sue Theriot	CNII 8 NSCU
Barbara Weare	CNII ICU
Pat Wolfe	CNI 6 NS
Judy Zacharias	CNII ICU

Recent employee promotions are as follows:

Laurie Baker	Medicine
Johnnie M. Boston	Hosp. Housekeeping
Simone G. Brumis	Hormone Res. Lab
Wendy Carmondy	Radiology
Karen Chinn	Medicine
Joel Cipriano	Lab Medicine, SFGH
Julio Cuevas	Medical Records
Mary Ann Donovan	ACC
Rita Dumais	Surg./Transplant Serv.
Christine P. Ebben	Medicine
Angela Garner	Hospital Accounting
Delayne Harthorn	Nursing Serv. Adm.
Kathy Hessler	Library
Carole Hickman	Orthopedic Clinic
Vivien Ho	Clinical Research Center
Kathy Imberg	Gen Clinical Research Cntr.
Bradley Johnston	Patients Accounts
Marie Jones	Physical Plant/Jan. Serv.
Capperine Lewis	EKG
Mary Mantle	EEG
Calixto Miranda	Lab Medicine, SFGH
Barbara Mitchell	Hospital Info Systems
Katherine Moskwin	Neurosurgery
Maureen Murphy	Library
Jewel Peaster	Surgery
Marcia Petty	LPI Research
Marylee Phillips	Medical Anthropology
Martha Pyle	Library
James Ragland	Medicine
Gwen Richman	Dentistry
Beulah Saunders	Financial Services
Jill Shaw	LPI
Jane Slaga	Pharmacy
Nien-Tsi Tao	Computer Center
Phyllis Tsujihara	S/N Biodysfunction
Santiago Velez	ACC
Marilyn Willingham	ACC
Janice Woo	HCM-Clin Labs
Linda Yee	Nursing Service

Frances Larragueta has been named Assistant Dean of the School of Medicine. A staff member on the UCSF campus for 31 years, she has worked with four deans of the School of Medicine, and before that in the Department of Continuing Education in Health Sciences. Her first job on campus was under the director of all hospitals in the UC system.

Jennings

Sallie Jennings, former senior medical illustrator & assistant professor, Department of Medical & Biological Illustration, U Michigan: Appointed principal medical illustrator in the newly reorganized Medical Illustration Service, EMR.

Anne Cardy is now administrative analyst in the Dean's Office of the School of Nursing. She has been employed by UCSF since 1974 and was formerly accounting assistant III in the payroll office. As administrative analyst she provides analyses of budgetary and administrative plans.

Ellen Clarke, formerly an administrative assistant I in the Office of Public Service Programs is now an administrative assistant II in the Endocrine Research Division of the Metabolic Research Unit. In her new position Ms. Clarke manages the office clerical staff and works with grants.

Fobbs

Fleischer

Paulette Fobbs has been promoted to laboratory assistant IV in the Department of Laboratory Medicine. In this position she is technical supervisor of all shifts for the Front Desk Operation. She oversees computer input test procedures, generates medical reports for patient records, and gives test results over the telephone. Ms. Fobbs has been employed at UCSF since 1974, when she worked as a laboratory operations assistant. She has, in the last four years, received three promotions.

Cynthia Fleischer, senior administrative analyst in the Personnel Department, is the first UCSF employee to participate in the University's interagency agreement program. Ms. Fleischer will work with the State Public Utilities Commission for one year as manager of Manpower Programs and Staff Development. University policy provides for temporary assignments to outside organizations for the development of employees and as a method of acquiring special experience important to the University.

Cardy

Clarke

UCSF GAZETTE

SCHOOL OF MEDICINE

Sommers Heads Family Practice

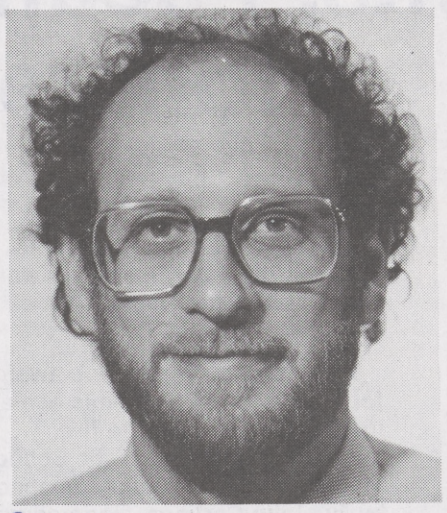
Peter S. Sommers, M.D., has been appointed program director of the UCSF Family Practice Residency, based at SFGH.

A native of Atlanta, Ga., Dr. Sommers attended Tulane University, the Sorbonne, Paris, and received his M.D. from the Medical College of Georgia. He took his internship and residency in Pediatrics at Children's Hospital of Philadelphia and completed fellowships in Ambulatory and Community Medicine at SFGH Medical Center.

Since 1973, he has served on the UCSF faculty of the Division of Ambulatory and Community Medicine and the Department of Pediatrics at SFGH. During that time, he has also been a full time faculty member of the Family Practice Residency.

According to Dr. Sommers, the five year-old Family Practice Residency at SFGH anticipates a bright future. The 24 positions in the program have been filled by some of the nation's top medical school graduates, and a new 20-bed Family Practice inpatient unit is scheduled to open in January, 1979. The Family Practice Residency and the outpatient Family Health Center at SFGH are especially designed to meet urban health care needs.

In addition to the UCSF Family Practice Program at SFGH, the School of Medicine is conducting successful family practice and primary care residencies in Sonoma County, the Monterey Peninsula and the Fresno-Central San Joaquin Valley.



Sommers

LPI/ PSYCHIATRY

Groups Perform for LPI Patients

Two Bay Area organizations — Bread & Roses and Hospital Audiences, Inc. — are bringing free live performances by local musicians and artists to patients at Langley Porter Institute. Some of the groups are well-known; others are newcomers, trying to make it professionally.

Shawn Dubin, coordinator of Volunteer Services at LPI, makes it all happen. She works with the two groups, arranging logistics, greeting the performers, making sure patients and staff know about each event.

"Everybody seems to get something out of these events," says Shawn. "For the artists, it gives them exposure and a chance to vitally participate in the community. For patients, it gives them a rest from being treated, from worrying about being ill. Live music makes a hospital a special place."

Bread & Roses, organized in 1974 by folksinger Mimi Farina, arranges more than 30 live shows a month for hospitals, prisons, and nursing homes in the Bay Area, primarily in Marin. They usually send small musical groups — country, rock, and jazz — to Langley Porter, about once a month.

Hospital Audiences, Inc.-Bay Area is a newer group, part of a national organization known as HAI. In addition to providing live performances, HAI also arranges for individuals from institutions to attend performances of music, dance and theater in the community, through tickets donated to HAI by concert halls, theaters, and performing arts groups. In a recent HAI-sponsored performance for LPI's Youth Service, a three piece rock-jazz combo, led by Bruce Forman jammed with the teenagers in a rousing hour-long session.

"These volunteers give us something unique," says Shawn. "There's always something fresh about people from the outside visiting a hospital. Patients and staff really welcome the break in the routine. And live music is great for everybody."

Shawn tries to set up performances that are appropriate for patients of all ages. Sometimes special shows are given just for the children. "It's not always easy for the performers," says Shawn. "Sometimes patients get restless. Children wander in and out, or bang out an accompaniment on the pool table. But most of the musicians take it in their stride, and go with whatever's happening. There are times when things really click. Patients get up and dance, or sing along with the guitar. Some of the patients have written poems about the performances. Music can be really integrating."

— Pat McClelland

Anne Schmid Retires

Anne Schmid retired after 29 years with UCSF, and her many campus friends gave a party in her honor at University House. Anne began her UC career as an editor in Pediatrics. She remained with that department throughout her tenure, becoming its principal editor and historian in 1971. As a writer Anne has published a history of the UCSF — University of Indonesia medical education collaboration, and many articles, reviews, and poems in journals across the country. She will continue to live in San Francisco and has assumed the managing editorship of *The Journal of Enteral and Parenteral Nutrition.*

Schmid

Edelman to Columbia

Isidore S. Edelman has left UCSF to assume the position of chairman of the Department of Biochemistry at Columbia University as of the first of August. Edelman, who has been on the UCSF campus since 1951, held three titles — Samuel Neider Professor of Medicine, professor of Biochemistry and Biophysics, and a member of the senior staff of the CVRI. Internationally known for his pioneering work in the mechanism of action of hormones that affect salt balance in the body, Edelman originally came to UCSF as chief of the Medical Service at SFGH and was respected as a great teacher in clinical medicine as well as in fundamental work in biochemistry and the physiology of the kidney. He also played a leading role in the emergence of UCSF as a major academic center, acting as counsellor to both deans and department chairmen in building research and academic activities on this campus, and was personally responsible for bringing a number of brilliant scientists to UCSF. He was honored by his colleagues and friends at a reception at University House and at a dinner on Friday night, July 21.

AUXILIARY/VOLUNTEERS

Auxiliary Board Elects Officers

Elections were held for new Auxiliary officers at a June 14 special meeting of the Board of Directors, and Clarence Malan, outgoing president was honored for his two years of "dedicated and productive service as president of the Auxiliary Board of Directors."

Newly elected officers are Dora Mustacchi, president; Clarence Malan, past president (a new office); Jeanette Katz, president-elect; Beth Martinez, first vice-president; William Dobson Kilduff, second vice-president; Donna Abbott, third vice-president; David Sargent, treasurer; and Betty Hine, secretary.

Outgoing president Clarence Malan congratulates new president Dora Mustacchi.

Long Hospital — Auxiliary Pledges $100,000

The Auxiliary has pledged $100,000 toward the development of a pediatric special care unit which will be located in the new "Joseph M. Long Hospital" as part of the Moffitt Modernization program. A check for $25,000 was presented to the Chancellor as a first installment at the Auxiliary's Annual Meeting by Gene Carbone, Chairman of the Committee (left). This contribution brings to $4.6 million the donations from private sources. Also included is a $2.5 million gift from Joseph M. and Vera Long, well known bay area philanthropists, and a quarter of a million dollars from fulltime and clinical faculty members.

Reaching the Mark: Students, Faculty Honored

Six hundred forty-two students were graduated from UCSF this spring in four separate ceremonies. The School of Medicine presented 142 with M.D. and Ph.D. diplomas; 83 pharmacy students received the Doctor of Pharmacy degree and one the Ph.D. degree; and 85 senior dental students and 21 dental hygiene students were graduated. In the School of Nursing, 141 received the B.S. degree, 154 the M.S. degree and 10 the D.N.S. degree.

Students in all four schools were recognized during commencement ceremonies for their accomplishments. Twenty-five in the School of Dentistry received various awards, but six among them were distinguished as recipients of two or more awards, and six received the Guy S. Millberry Award for scholastic standing and professional potential. Millberry Award winners were Frederick C. Finzin, who also received the Operative Dentistry Award and, along with Raymond L. Bertolotti, the Senior Research Award; Douglas B. Tinloy, recipient also of the Alpha Omega Award; Timothy J. Porter, who also received the International College of Dentists Award; Martin Chin, winner of the American Academy of Oral Medicine Award and the American Dental Society of Anesthesiology, Inc. Award; Barry Mathis and Thomas J. Milovina.

Multiple award winners also included Stephen F. DeLuchi, recipient of the American Academy of Oral Pathology Award and the Willard C. Fleming Award, and David W. Anders, recipient of the Northern California Section, American College of Dentists Award, the Forest H. Orton-J. Raymond Gill Award, and the Robert W. Rule Jr. Award.

Another award, the Dean's Citation Award was presented to George A. Peeples, as president of the Associated Dental Students.

In the School of Pharmacy, Dena L. Barker received the coveted Bowl of Hygeia, with Phillip A. Towne and Paula K. Mathis getting honorable mention.

The School of Medicine's prestigious Gold-Headed Cane Award was presented to Susan Wall. Nominees for the award were Eric Goosby and Donald Nakayama.

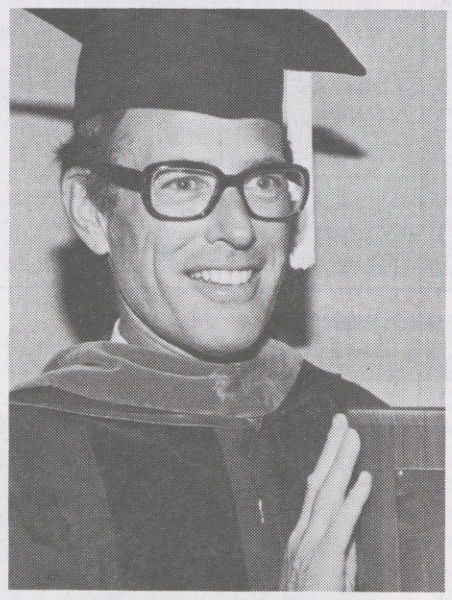
Student messages in the School of Nursing were delivered by Caroline Dunn, Pamela Frankel and Irene Daniels Lewis. Lewis also received the John B. Harris Award, presented by the Department of Medicine.

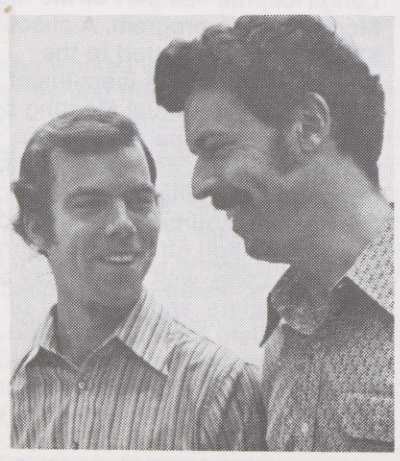
Prior to commencement, awards for excellence in academic achievement were presented to five graduating students at the School of Medicine Alumni-Faculty luncheon by Dr. John Carbone. Honored were Penny Ablin, Polly Wheat, Kent R. Olson and Charles Weber. During the luncheon Dr. Raphael Solari, president of the San Francisco Medical Society presented a check for $5,000 to Chancellor Sooy for use in the scholarship fund.

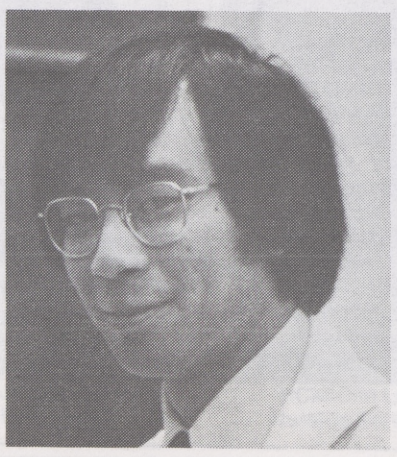
Outstanding faculty members received awards in each of the four ceremonies. Susan L. Wicks and Sarah E. Archer, School of Nursing, were given teacher and graduate teacher of the year awards, respectively. Additionally, special awards of recognition were presented to Eugenia Waechter and to Carol Mitchell. Joan Healy accepted a certificate, on behalf of the Student Affairs staff, presented by the undergraduate students. The students expressed their gratitude for the staff's "unfailing assistance. . .beyond the call of duty. . which humanized the potentially impersonal nature of the institution. . and provided a sense of comfort."

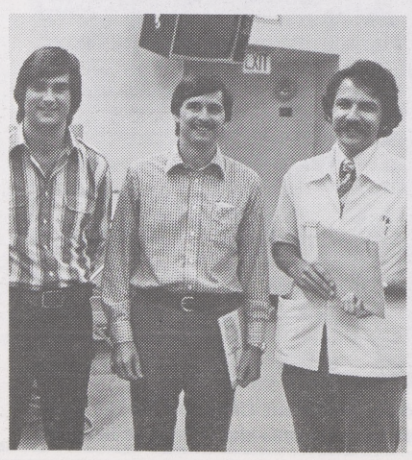
The School of Pharmacy honored Donald Heyneman with its outstanding teaching award. In the School of Medicine, six faculty members received awards: Lawrence M. Tierney Jr., Henry J. Ralston, Nicholas J. Feduska and Sumner Marshall received the Henry J. Kaiser Family Foundation's awards for excellence in teaching, and Clayton D. Mote and Alexander Simon, emeritus faculty members were given honorary memberships in the UCSF Gold-Headed Cane Society.

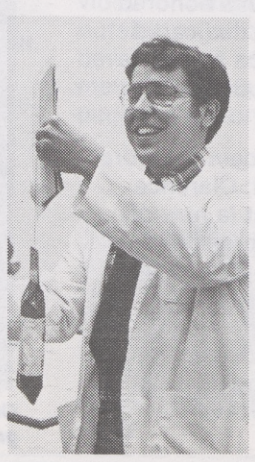
Faculty awards in the School of Dentistry were given to Louis E. Gonzales and Ronald J. Nicholson, recipients of the Senior Recognition Awards; to Melvin Sherman, Richard Fitzloff and Irene Savostin-Asling, recipients of the Associated Dental Students Excellence in Teaching Awards; to Nicola R. Zwaschka who received the Dental Hygiene Faculty Recognition Award; and to Barton M. Gratt, who was given the award for Dental Hygiene Excellence in Teaching.

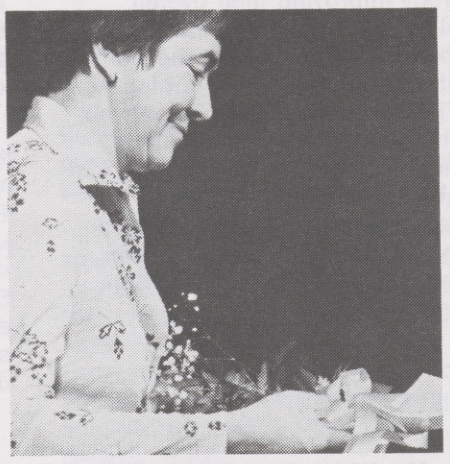


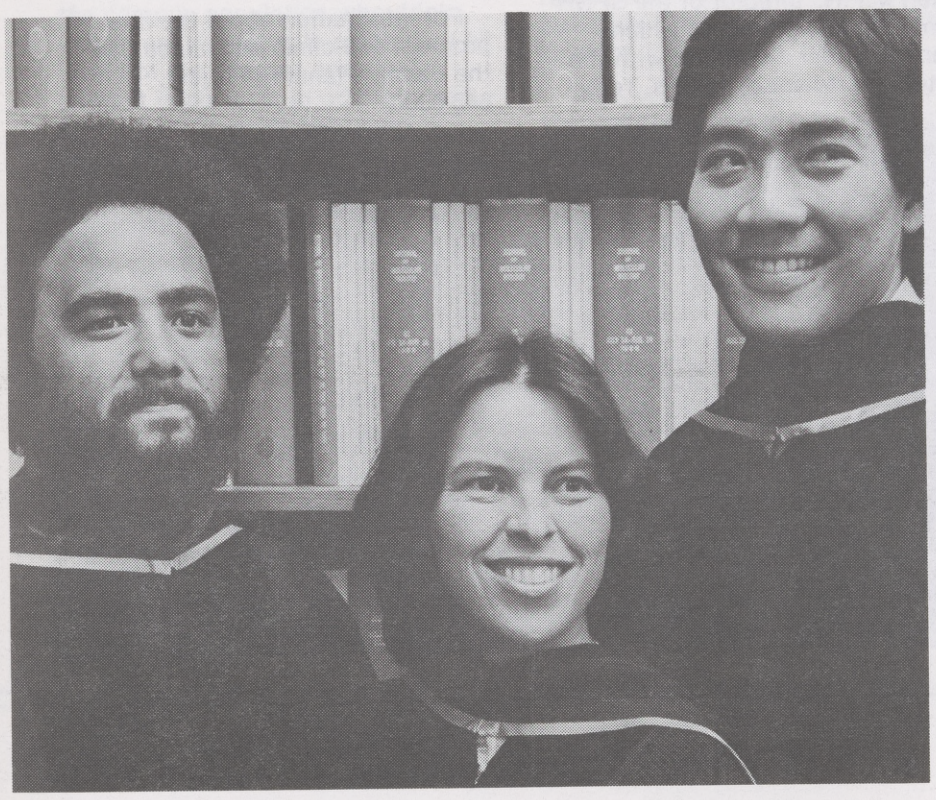












SCHOOL OF NURSING

Aisha Khan Teaches Reading to Adults

Voluntarism is certainly still alive when people who work full time are yet not satisfied until they can find a meaningful involvement that, as volunteer Aisha Khan says, "fulfills my civic duty."

In search of that special job that could be worked in after hours here as secretary II in the Family Health Care Nursing Department, Aisha learned of the Right to Read Program for adults.

Now she tutors adults four nights a week at the Adult Learning Center, operated with a grant from HEW by the University of San Francisco. Her students have one thing in common: they want to learn to read. Their goals, however, are varied depending upon their different reading levels. She has worked with two adults, both of whom began the course at the third grade reading level.

Another student, a beginner, is learning to sign his name and has set as a goal for himself learning to read job applications well enough to fill them out.

Aisha says that she tutored when she was a teenager, but she thinks she is specially suited for her work by the great desire she has to teach people.

What does she gain from the experience?

"Patience," she said. She added, "That's something I need more of."

Khan

New Approach to Gerontological Nursing

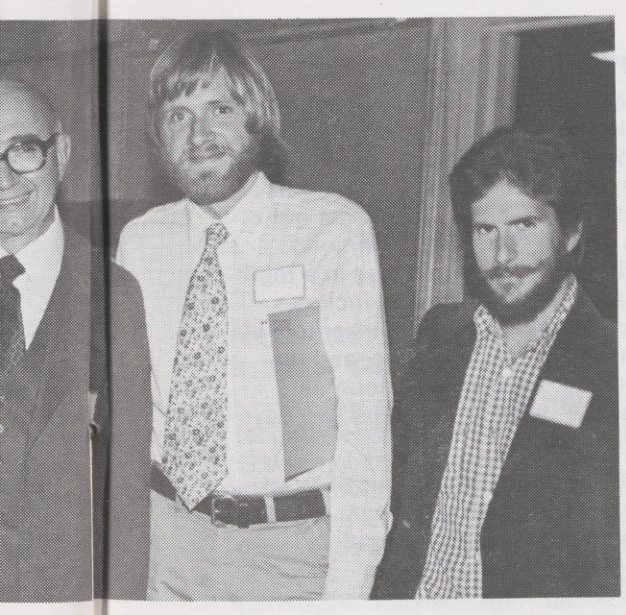
A new approach to one of the oldest areas of nursing practice is attracting the attention of health care professionals as well as undergraduate and graduate nursing students.

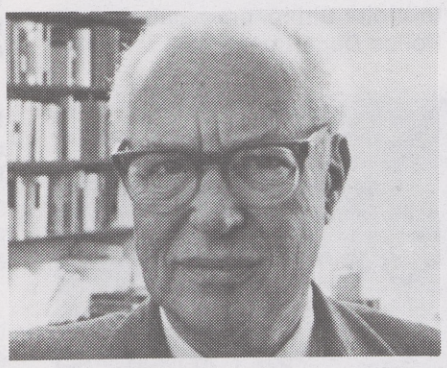
The Long-Term Gerontological Nursing Project at UCSF, designed to prepare nurses for leadership roles in restorative, rather than custodial care in long-term care facilities, community agencies, institutions and homes is, according to Project Director Jeanne C. Hallburg, "very exciting."

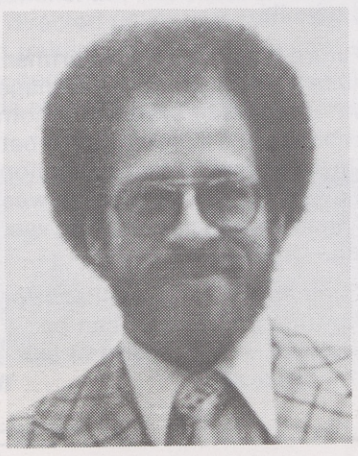
"There is a remarkable increase in this area," she said. "Research projects are being conducted, and we're trying to interest undergraduates and graduate students in looking into this specialization. This is an area that has traditionally attracted few and needed many," she said.

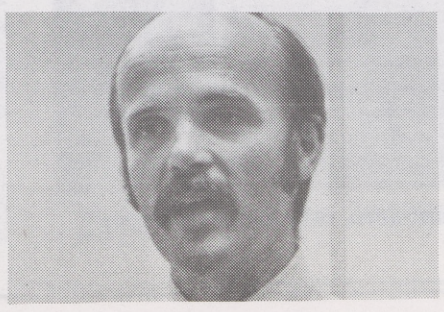
She and colleagues Ruth Davidow, Elizabeth G. Nichols and Ettle M. Francis have attended multidisciplinary gerontological conferences — expecting to travel as far as Japan this summer — to tell of the unique graduate program in the Department of Family Health Care Nursing. Says Dr. Hallburg, the program emphasizes the involvement of the client and his or her family in the "prevention of illness and the promotion of health." Though the focus is mostly on care of the elderly, studies in long-term care include persons of any age who have chronic diseases. The aim, says Dr. Hallburg, is to discover "how they can care for themselves better."

The curriculum includes courses about biophysical, psychosocial and cultural concepts of aging, restorative care concepts, and legislative and political issues that affect long-term care.









Student and faculty honorees at commencement exercises included: (top row) Irene Daniel Lewis, School of Nursing speaker and also recipient of the John B. Harris Award; Caroline Dunn; Joan Healy accepting certificate of gratitude from students; School of Nursing faculty honorees Eugenia Waechter, Sarah Archer and Susan Wicks; (second row) Dena L. Barker, winner of coveted School of Pharmacy Bowl of Hygeia, with honorable mentions Phillip A. Towne and Paula K. Mathis; and (right) School of Medicine's prestigious Gold Headed Cane winner Susan Wall with runners-up Eric Goosby (left) and Donald Nakayama; (third row) School of Pharmacy faculty honoree Donald Heyneman M.D.; School of Medicine alumni student winners Penny Ablin, Polly Wheat, Kent R. Olson, Charles Weber with Professor John Carbone; School of Medicine faculty honorees Lawrence Tierney, Alexander Simon and Henry Ralston III; (bottom row) School of Dentistry winners Frederick Finzin and Raymond L. Bertolotti; Martin Chin; Barry Mathis, Thomas Milovina and Timothy Porter; Stephen DeLuchi; faculty honoree Louis Gonzales and student winner David Anders; and George Peeples.

SCHOOL OF PHARMACY

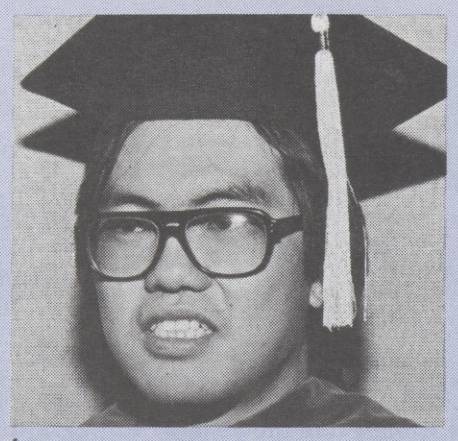
Lee Gets M.D. and Pharm.D.

Kenneth (Kai Wai) Lee had the distinction of being the only M.D. to receive the Pharm.D. degree at the 1978 commencement exercises of the School of Pharmacy.

Dr. Lee, a graduate of the UCSF School of Medicine (Class of '77) took pharmacy courses along with his medical studies and completed his education in Pharmacy during the past year.

Now that he has both the M.D. and Pharm.D degrees, he has signed up for three years in the Army with the rank of Captain. He is stationed at Letterman Army Hospital where he is completing his internship and residency in internal medicine, and doing research on drugs. Next he will embark on a Fellowship in Clinical Pharmacology.

Dr. Lee was born in Macao, the Portuguese colony just off the Chinese mainland. With his family, he immigrated to Los Angeles in 1959, and was graduated in 1973 from the Massachusetts Institute of Technology. At M.I.T., this "born scholar" also earned two degrees . . . one in electrical engineering and one in biology.



Lee

Students in the Nurse Midwife Training Program with instructor Assistant Clinical Professor Rosemary Mann in one of the Alternative Birth Center rooms at SFGH. All registered nurses, the students will work in medically underserved communities following completion of their training. Students (l-r) are Candie Fields, Nancy Smee and Marilyn Montgomery.

SFGH

Multilingual Program Starts

A multi-cultural program has been created at SFGH which aims to establish better communication with non-English speaking patients, thereby improving their overall health care. Thirty-three staff workers, funded through the Concentrated Employment Training Act (CETA) have been hired. Twenty-six of them are interpreter-patient assistants who can communicate in English, Spanish, Cantonese, Tagalog, Samoan, Korean, Cambodian, Mandarin, Vietnamese, Thai, French, Russian, Italian, and Sign Language.

Telephone Prefix to Change

On Sunday, August 27, the SFGH telephone prefix will change from 565 to 821. All extensions will remain the same. The main hospital number, for example, will become 821-8200. This change applies only to City phone numbers. UCSF (666) extensions will not change.

The change in the SFGH prefix is timed to coincide with delivery of the San Francisco Phone Directory. Reason for the change is that SFGH will be serviced by a new telephone company central office nearer SFGH, which will afford faster, more efficient service. SFGH is currently serviced by a central office. downtown.

Family Planning Project for Teens

The Family Planning Project at SFGH, which is under medical supervision of the UCSF Department of Obstetrics and Gynecology, is mounting a new attack on the widespread problem of teenage pregnancy with the creation of a federally funded birth control and education service for adolescents.

Funded under a $100,000 grant from the Department of Health, Education and Welfare, the new program is under direction of Jane Meier, M.P.H., director of the SFGH Family Planning Project, which operates under a contract with the State Department of Health. Terry Looper, M.P.H., is Health Educator for the new program, which also includes a nurse practitioner, social worker, and secretary.

Community outreach and education are emphasized along with counseling and services in contraception and pregnancy. The program is especially designed to reach the Latino, Black and Filipino communities served by SFGH Medical Center. Clinics operate weekly from 2 to 5 p.m.

For information about the new program and clinic schedules call the Family Planning Project, 648-6300.

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CAMPUS-WIDE

Athletes Compete and Win

Athletes all . . . Homer Boushey of CVRI teamed with tennis pro Pancho Gonzales for a doubles match in the Pro-Am tennis match preceding the annual Almaden Grand Masters Tennis competition recently — and won. Boushey has been playing tennis since he was nine. Proceeds went to fund basic cancer research at UCSF.

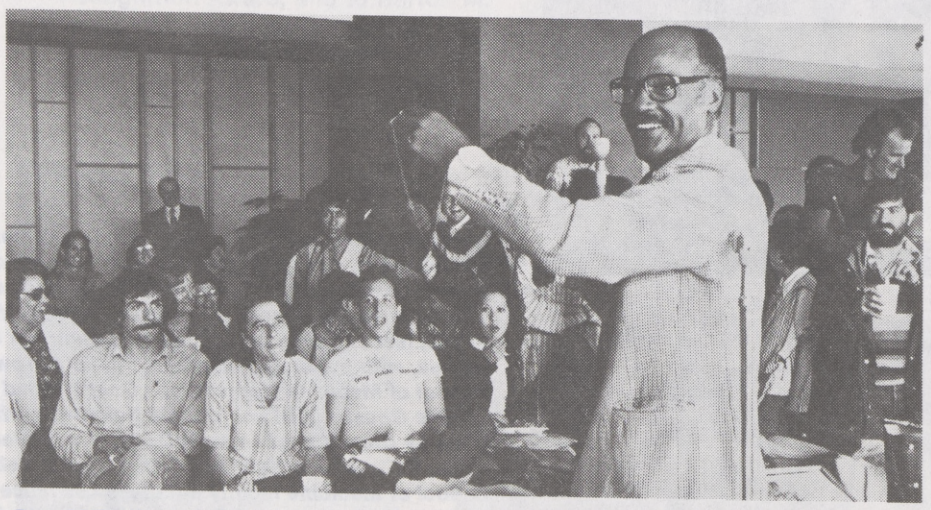
Meanwhile in Boston, a contingent of UCSF runners completed the tough Boston marathon. Jeff Wall, toxicology laboratory technologist, clocked in at 2 hours, 28 minutes and 30 seconds, placing 124th. Others who ran were Charles Wilson, head of the Department of Neurosurgery; Antony McDonagh, Joan Ullyot, John Hutchinson, Marvin Siperstein, and Greg Thomas, second year medical student.

UCSF had a large turnout for the Avenue of the Giants marathon through Humboldt State Park. Judy Leydig of physical therapy won the women's division at 2 hours, 51 minutes, 45 seconds. Others who ran included Warren Levinson, Harry Genant, Lou Gonzales, and students Nancy Lane, Petra Froelich, Gary Kelsberg, Laurey Belzer, Barbara Tittle, Cindy O'Toole, Richard Navarro, Gail Gustavson, and Norm Sanders.

Annual Lost-and-Found Auction

The Police Auction was held recently with lost and found items available to the highest bidder. The flyer advertising this year's auction clearly stated, "All High Bids Accepted," but leather coats and tweed suits sold along with battered old sweaters for the highest bid of 25 or 50 cents apiece. 'Bargain' was the understatement of the day. Proceeds from the sale went to the UC Regents Fund.

Lost and found items are kept in the Campus Police Department where they can be claimed by the owner and where efforts are made to reach the owner. After a year, however, items that have not been claimed go on sale at the Police Auction. Anyone who loses or finds something — including money — is advised to report to the Police Department on the H level of the garage, or to call ext. 2454, according to Violet Shinn, principal clerk in the Police Department.



Donald Bartlow, assistant director, Hospital Administration, calls for bids at Police Auction.

New Materials Manager

With the simply stated goal of providing good service to the campus community and hospitals, Michael Bergdorf recently joined the staff as materials manager. He works out of the university-owned Richmond facility with 75 employees in a multi-faceted department that includes sections in purchasing, inventory control, stores, receiving, and dispatching. He plans, as soon as possible, to be on campus two days a week.

"We provide 95 percent of all of the supplies and equipment that the university needs for operation," Bergdorf said. This means everything from computer equipment and x-ray machines to paperclips and pencils.

Future plans for the department include "vastly improved management information systems in both storehouse and purchasing to better aid inventory and service functions," and direct access devices between the Richmond facility and its vendors.

Comments and suggestions for improvement in service can be directed to Mike Bergdorf at ext. 4451.

It's Here to Help

Dave Beglinger counsels a client.

The morning came when he got out of bed so sick from what he had drunk the night before that he knew he had to have a drink now, but his hands were so shaky he could hardly hold the glass.

The first swallow made him gag, but then there was relief, and then the need for one more drink. There was peace for a while.

Then one more drink, and one more, and he realized he was stumbling as he walked. He phoned a friend at the office and said he was sick; the friend knew what was happening, but told him: "Don't worry; I'll cover for you . . ." The boss didn't know.

This is a made-up story. But to David Beglinger, coordinator of the UCSF Alcohol Center, it isn't really made up because it happens, is happening right now, to an astonishingly large number of people in the UCSF community. He says that by conservative estimate about 10% of the campus population who drink are in real trouble with alcohol on all levels of the campus society. In some it is obvious; in others it isn't suspected. They all need help.

But for the moment, he's not talking directly to these sick people; he's talking to the friend at the next desk, the one who says "I'll cover for you." In the lexicon of alcoholism, there's a word for this person: the "co-alcoholic."

It may be a co-worker, a wife or husband, friend, son or daughter. He or she thinks it's helping the alcoholic to say "I'll cover for you." A wife thinks she's helping when she, rather than he, makes the phone call explaining he can't come in today. A boss thinks he's helping when he gives the truant another chance, time after time. A doctor thinks he's helping when he prescribes Valium and tells the patient to take it easy on the booze.

"Everybody wants to help," David said. "Most people don't know how to go about it . . . What is it about us that leads us to take the responsibility for someone else? That's damaging for both. The co-alcoholic suffers from anxiety; there's a higher suicide rate among them than in the general public.

"The co-alcoholic doesn't want to let the alcoholic down. But not letting him down can be really letting him down.

"The question for the alcoholic is 'Are you going to die from it, or learn to live with it?' The most active thing anyone can do is let the alcoholic be free to figure it out himself. Once you let the alcoholic go free, he's free to die or to get sober."

Those are hard words when they relate to someone you like or love, David says, but he is convinced that co-alcoholics must accept them.

Then, what do you do? How do you bring yourself to take away the emotional prop and let the alcoholic fall, perhaps into disaster?

First, David suggests, take advantage of the Alcohol Center's services. That's what it's for. All you need to do is call — the number is 3022 — and you'll start getting some of the necessary answers.

David knows what he's talking about. He's a recovered alcoholic himself, the veteran of many of those bleak mornings. He was in an ideal situation for an alcoholic — a bartender on Capitol Hill in Washington during Watergate — when he began his own struggle out of the alcoholic trap.

He knows all about being drunk: "People don't like the word. . .the drunk is not an evil person, a wrongdoer, a moral weakling, and yet that's the connotation.

"I feel that alcoholism is an honest-to-goodness medical disease that's often overlooked — even on a medical campus like this."

His office is designed to help — and can help. And yet, "we're seeing such a small percentage of the people. If we had 350,000 cases of cancer, and doctors were only seeing 350 of them. . . ." he broke off, then added:

"It's something like that with alcoholism."

One of the main problems, he said, is that "the major symptom of alcoholism is denial. Even when he is drunk, the alcoholic will deny he is an alcoholic. And while that denial exists, nobody can really help. The most we can do is listen."

But he knows that alcoholics can, indeed, be helped — once they stop denying their alcoholism, and once they stop leaning on the ineffective "help" they get from their co-alcoholics.

So: what's the right kind of help?

First, the kind only the alcoholic can give himself — or, of course, herself. Many, many of these people are women. Only the alcoholic can say "I need help."

Once this happens, there is help, and David's office can assist the alcoholic — or the co-alcoholic in finding the right place. Sometimes the person is sick enough to need medical care; if so, he knows how it can be arranged.

And of course Alcoholics Anonymous is always there as well as other agencies, such as Garden Sullivan, A.C.C.E.P.T. (Alcohol Counseling Center for Early and Preventative Treatment), Haight Ashbury Center for Alcohol Problems, and Sunset-Parkside Alcoholism Resources Committee. Thousands upon thousands have been given a new life through AA. "Given a new life" sounds awfully corny, David concedes. But if you're an alcoholic, and you learn to live without drinking, that's exactly what happens to you.

— Jane Eshleman Conant

Bergdorf

Neff and Van Horn in New Posts

Two new appointments have recently been made in the area of Personnel and Student Services, it was announced by Vice Chancellor George A. Evanoff. **William J. Neff,** former assistant director, Personnel at the University of Michigan, has been appointed manager, Labor Relations. Mr. Neff, who started July 20, directed union and staff relations and training divisions of the University personnel office with systemwide responsibility. **Rich Van Horn,** former manager of management development, supervisory and employee training, and career planning at UC's Lawrence Livermore Laboratory has been appointed manager of Training Management Development. This department includes the former units of Employee Development and Organizational Development. Mr. Van Horn has a Bachelor's Degree in Sociology from Stanford and a Master's from Union Seminary, New York City.

Neff

Van Horn

UCRS Needs Your Address

Present and former UCSF employees must notify the UC Retirement System of any change in address in order to receive UCRS annual member statements.

Employees who did not receive *UCRS Member Annual Statements* at their correct addresses last year, or who have changed mailing addresses since that time should, if presently employed, complete and submit the appropriate "Change of Personal Data" form which is available in departments and units, and, if formerly employed, write directly to UCRS Accounting, Room 304, 2111 Bancroft Way, Berkeley, CA 94720.

HELP YOURSELF!

☐The Department of Continuing Education at University of San Francisco is offering degree programs designed to meet adult needs, with college credit for learning acquired through experiences. Course hours are flexible to minimize time lost from the job. An experienced faculty member presents the material in seminars and individual study projects are designed. For information contact Larry Nager at 666-6254.

☐The Millberry Union Box Office, located at Central Desk, is selling ticket vouchers for all UC-Berkeley Committee on Arts and Lectures and ASUC Berkeley events, as well as for the San Francisco Ballet, Spring Opera and all A.C.T. performances. Student discounts are available for certain events. Fifty cents per ticket will be charged to help cover operation costs. Future plans call for ticket sales for more theater groups and agencies. Tickets are now available for "Beach Blanket Babylon Goes to the Stars," playing at Club Fugazi.

☐UCSF will host summer residents in the Partnership Program, a cooperative effort of the University of California and a number of California intermediate schools, which is designed to increase the ability of disadvantaged youngsters of all ethnic groups to enter college. The program starts in mid-August with 30 junior high school students who will stay in campus dormitories, attend workshops where they will study English, math, science and other subjects, and tour the four schools to learn what preparatory high school and college courses to take to be eligible for admission to the schools.

The Partnership Program is sponsored by the Systemwide Office of Student and University Relations. It is coordinated by Melissa Choy and Peggy Harvey in the Student Services' Health Sciences Special Services Program.

A Familiar Face

James Willis, hospital housekeeper and Pentecostal minister.

"When I come in at 6:00 a.m. first I clean up the emergency parking lot, the bus stop and Moffitt Circle," James Willis said. "Then I'm in here the rest of the day until 2:30." He gestured to the length of the first-floor corridor in Moffitt Hospital, his domain.

But for James Willis, all this is only part of the way he lives. He's an ordained Pentecostal minister who preaches occasionally and teaches Sunday School at the Faith Temple Church of God in Christ in the Bayview area of San Francisco.

He doesn't leave his ministry at the church; he practices it every day in his capacity as a custodian with the UCSF Housekeeping Department.

Everybody knows James, it seems. He's there, a familiar figure, day after day, doing both of his jobs.

"I try to be helpful," he said. "It's just a liking of people. I get a joy out of that."

"Anybody seems to be lost, I go up to them and ask can I help. If I see somebody crying, I pat them on the back and console them. I'm always chatting with folks, all the time."

He has been with UCSF almost 13 years, but this is only one of many careers. Since he was a lad in Beaumont, Texas, he has delivered groceries, and has been a caddy, chauffeur, shipyard worker, truck driver, manager of a dry cleaning shop, stock clerk, and, meantime, father of seven.

His ministry, he says, came as "a revelation — it's something that God reveals to you . . . It was in me, the heavenly calling. God has enabled me to function in this capacity."

He preached for many years as a licensed minister before he was ordained in 1967 at Faith Temple, where his father-in-law, F.W. Cotton, is the pastor. He has been the guest preacher at a number of Pentecostal churches around the Bay. "I have married couples, I have preached funerals, I have preached on the radio on KEST," he said. "I pray for the sick people.

"God has blessed me with four gifts," he said. In addition to preaching, teaching and praying, James Willis sings. He often opens the church services with some of the "old, old songs that came from back yonder." One that generally brings laughter, he says, especially from the good-natured minister, himself, is "Goodbye, old world, goodbye."

Goodbye, old world, goodbye
You broke this heart of mine
When I thought I was doing fine
Goodbye, old world, goodbye.

Goodbye, dear friends, goodbye
I can't drink whiskey and gin
And live free from sin
Goodbye, dear friends, goodbye.

Goodbye, home brew, goodbye
You broke up many homes
With your yeast and your foams
Goodbye, home brew, goodbye.

Goodbye, sweetheart, goodbye
I can't have you and my wife
And have eternal life
Goodbye, sweetheart, goodbye.

James's wife, Missionary Lena Mae, whom he courted by phone between Beaumont and San Francisco until he realized the bills were running to $40 or $50 a month, has two children of her own, and four grandchildren. "She works, too," James said, "so I help her with the cooking." She also conducts a prayer and lecture ministry on Monday evenings on KEST Radio from 7:15-7:30.

His life is busy and rewarding, especially, he says, "when people here ask me to remember them in my prayers . . . I always do.

"I feel like my job is just as important as the President of the United States." And the campus apparently recognizes his importance too, because he has been selected, along with 14 others as a recipient of the Chancellor's Award for University Service.

— Jini Robinson

Awards...

(Continued from page 1)

was that their work have a lasting impact on the University over a long period of time.

The honorees are:

Chrisanthi Aninos of San Francisco, senior pharmacist, Inpatient Pharmacy, retired this year after 33 years as a UCSF employee. Hired on a temporary, six-month basis 33 years ago, she obtained permanent status because of the quality and quantity of her work.

Jane Best of San Francisco, head nurse, Oral Medicine and Hospital Dentistry, is a highly self-motivated professional who sets an equally high standard of performance in her clinic.

James Bruce of Emeryville, laboratory assistant IV, Department of Physiology, was the immediate choice of his department when this award was announced. They cited his contribution, his enthusiasm and his good humor.

Phyllis Clausen of San Francisco, secretary III, Cardiovascular Research Institute is well known for easing difficult situations by exhibiting tact, kindness and a sense of humor.

Margaret Anne Fraher of San Francisco, staff research associate, Department of Microbiology has been recognized for her remarkable teaching and organizational skills.

Willie Lean Gray of San Francisco, drapery maker, Laundry Linen Services Department is known as "Willena" by her friends. She works hard to ensure fair treatment and benefits for her fellow workers.

Ella Highland of Daly City, staff research associate, Cardiovascular Research Institute is described as the pacesetter and mainstay of her program, and as a truly devoted employee.

Camille Hurtado of San Francisco, administrative assistant I, Department of Medicine is an efficient, warm person who works extremely well with colleagues and academic staff.

Jean Nellenbogen of San Francisco, staff research associate, Cardiovascular Research Institute is a meticulous worker whose devotion to excellence has caused her co-workers to strongly support her as the choice from their department for this award.

Charles Salyer of San Francisco, construction superintendent, has worked with the Office of Design and Construction for the past 30 years. He is an expert on UCSF history and traditions.

Bernice Stewart of Berkeley, cashier, Nutrition and Dietetics is the woman with the smiling face at the cash register during breakfast in Moffitt Hospital Cafeteria.

Katherine Temple of San Francisco, administrative assistant II, Radiology is noted for her outstanding support as advisor and friend to many research fellows who have been a part of the department's training grant program.

Walter J. Tenerowicz of South San Francisco, administrative assistant IV, Medical Records is highly regarded as a superior technician, a consistent, diligent and effective employee.

James Willis of Pacifica, senior custodian, Hospital Housekeeping and Support Services is an active minister in the Pentecostal church. He is known for his kindness and consideration of all those who enter the lobby of Moffitt Hospital.

John W. Wyley of San Mateo, assistant custodian supervisor and furniture mover, Hospital Housekeeping and Support Services is exceptionally dependable, and possesses a spirit of cooperation and deep commitment to the campus.

Jane Best, James Bruce, Phyllis Clausen
Margaret Anne Fraher, Willie Lean Gray, Ella Highland
Camille Hurtado, Jean Nellenbogen
Charles Salyer, Bernice Stewart, Katherine Temple
Walter J. Tenerowicz, James Willis, John W. Wyley
Chrisanthi Aninos is not shown

Arthritis Center: Unique Program

Arthritis patient at Clinic

Mrs. K., a 56-year-old San Francisco housewife and mother of three, has suffered progressive rheumatoid arthritis for 20 years. Her ability to care for herself and her family had deteriorated to a point where she considered, reluctantly, entering a nursing home.

With the aid and advice of the newly opened Arthritis Center this possibility was avoided. Arrangements were made for Mrs. K. to attend a local adult day health center, where she receives physical and occupational therapy. Within four months she learned that she could get around with a walker, do some chores at home and most importantly, continue to live with her family.

This example is typical of the approach used by the Arthritis Center to improve the treatment available to patients, and to enable them to enjoy extended care without totally disrupting their lifestyles.

The strategy of care is based on the idea that the treatment for arthritis patients is not hopeless. Rather, the Center believes that many arthritis patients require special services, such as physical and occupational therapy, social work and chronic nursing care. Center patients have access to adult day health centers, which offer health and social services in a protected setting, and care in their own homes through programs at the Garden Sullivan Adult Day Health Center, the Mount Zion Adult Day Health Center and Home Care Program, the Visiting Nurse Association of San Francisco, Inc. and the San Francisco Home Health Service.

"We want to help those afflicted with arthritis to increase their ability to live fully and independently in their own communities," says Ephraim P. Engleman, M.D., director of the Arthritis Center. "We believe that, in the long run, it may be more effective to provide community-based services than to pay for costly custodial care and medical maintenance provided by nursing homes."

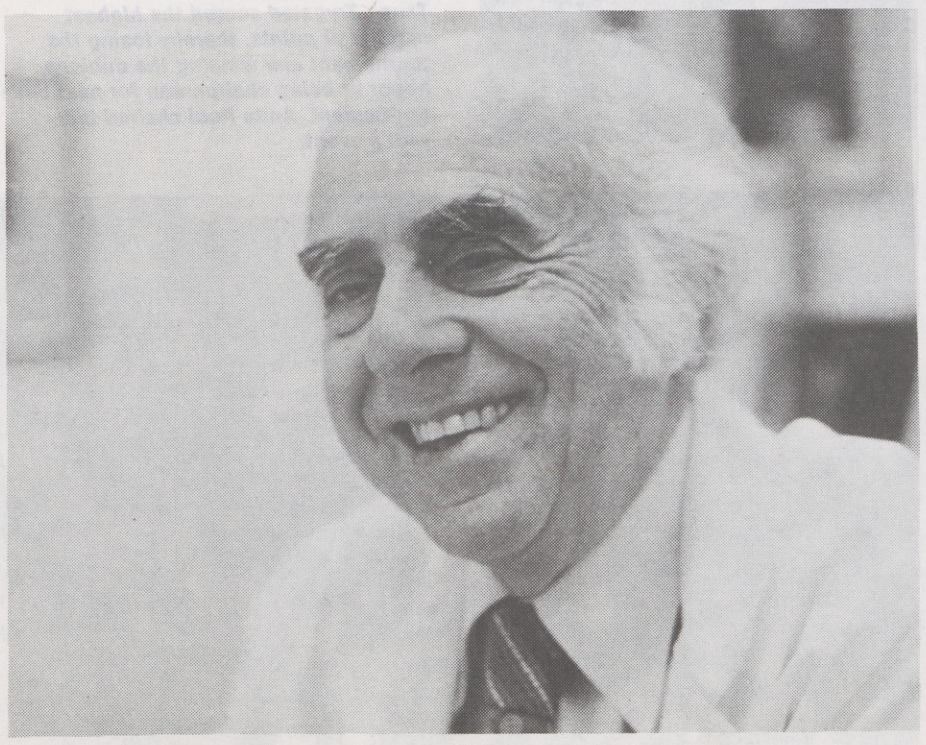
Engleman stresses that if the Arthritis Center's plan proves to be a superior way to care for people with disabling diseases, the program design may have important implications for the future management of patients with different chronic disorders, such as epilepsy and diabetes.

The Arthritis Center is attracting patients by participating in community health fairs, making available public speakers and audio-visual presentations, distributing free reading materials and increasing personal contacts with physicians and other health providers in the community.

Other functions of the Center are to provide continuing education to the health professionals caring for arthritis patients, to investigate problems in basic research and clinical matters, and to assess the value of its new approach to the delivery of health care. The costs of treatment and the special work problems of arthritis patients are also under study.

The Arthritis Center is one of 15 established in the United States with funding from the National Institutes of Health. Each of the 15 centers has designed its own program. The Center at UCSF was chosen to make education a special focus of its program and is devoting more than 40 per cent of its annual budget of $200,000 to education programs for physicians, other health professionals, patients and the public.

— Anne Simon Moffat



Ephraim P. Engleman, Director

Campus Comments

(Continued from page 1.)

Chancellor, I would hope that your enlightened attitude would spread to all of the University of California campuses as well as all fields of endeavor.

"As a Black woman, with a deep concern for all people, I would like to convey to you my support and appreciation of your attitude and actions. Please know that you have at least one prayer behind you as you face what will most assuredly be troubled and difficult times."

—Mary L. Davis, R.N., M.S., doctoral candidate, D.N.S. Program, School of Nursing

"I feel the Bakke decision is adverse to Third World People with respect to admission to professional schools. The decision merely states it is illegal to use numbers and/or quotas in third world admissions programs.

"Contrary to the feelings of the masses, i.e. white America, the decision did not say Bakke was denied admission so that a less qualified minority could be admitted. In fact, it doesn't make mention of anything regarding Bakke's credentials, and the credentials of the 16 minority students that were admitted. For example, Bakke had applied to 15 medical schools and had been denied. He had been denied admission three times at Davis Medical School. I ask, was Bakke's suit against Davis out of frustration? Or was Bakke a proxy for white America.

"I feel it worth mentioning that Bakke had a *choice* upon application as to which program he wanted to be considered in, i.e. regular or special admissions. As a Black female applying to UCSF, I was *automatically* channeled to special admissions, even though I was qualified to be admitted under regular admissions standards."

—Veronical McCarden, 3rd year student, School of Dentistry

"The Bakke decision represents the mistaken efforts of only one admissions program in its attempts to improve minority admissions into a professional school. Schools have always had unstated quotas, though these numbers are rarely published. An examination of professional schools shows a surprisingly consistent number of Black, latino, women, lower socio-economic, physically handicapped, gay or other groupings present in each year's class. This consistent level of any minority group is insured by having an admissions committee that screens, interviews and accepts a small number of persons from a large pool of applicants.

"The alternative to stating quotas for any group of candidates is to establish a fair heterogeneous admissions committee representing all segments of the community and charge them with the responsibility of finding the best applicants, who also represent all segments.

"These persons must represent the best applicants while insuring that women, third world, lower socio-economic and variants of lifestyles are each looked at in a positive way. Professional schools must train more people whose backgrounds and underrepresentation in professions have conspired to deny them of the privileges previously rarely obtainable."

—Dan Siker, 4th year medical student and member, School of Medicine Admissions Committee

"In the wake of feverish post-Bakke speculative concerns about the future of affirmative action programs, I find myself quite disturbed about the dearth of exposure and expressed concerns of a much more important case — Horowitz vs. U. of Missouri. In this case, a medical student (Charlotte Horowitz) was *dismissed* from the medical school at Univ. of Missouri during the fourth year. The dismissal was based on subjective criteria. The appeal process ended in the U.S. Supreme Court, which rendered its decision upholding the academic license of educational institutions to decide competency in clinical performance, stating that Courts are particularly ill equipped to evaluate academic performance . . . factors with respect to procedural due process warn against judicial intrusion into academic decision making.

"The danger that worries me is subtle. Whereas the decision in the Bakke case has not closed the doors to admissions, the same U.S. Supreme Court has eradicated the safeguards to successful matriculation/graduation in those instances where institutional commitments to development of manpower from disadvantaged communities may not be solid..."

—Phoenix E. Sinclair, D.D.S., co-director, Recruitment and Retention Program for the Disadvantaged, School of Dentistry

Public Service Award Winners

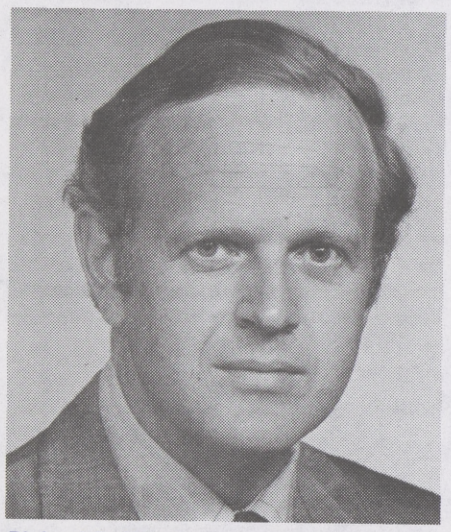
Awards for outstanding public service were recently presented to three members of the UCSF campus community who have performed community services beyond their regular work.

The Chancellor's Awards for Public service were presented to John A. Watson, Ph.D, (second from left), associate dean of the School of Medicine and associate professor of Biochemistry and George L. Ellman, M.D. (center), associate professor of Biochemistry and Psychiatry, and Pharmacology research associate. The Thomas N. Burbridge Public Service Award was given to Eric Owyang, (third from right), chief pharmacist of the Pharmaceutical Service and associate clinical professor, Clinical Pharmacy, in recognition of his work for social justice and equal education and employment opportunities. These three were selected from among nine nominees to receive the awards, presented by UC Regent Vilma Martinez (second from right), who also was the speaker. Chancellor's Award winners Dr. Watson and Dr. Ellman received certificates and $500 apiece. Dr. Owyang received $600, of which the UCSF Black Caucus contributed $100, and which he generously contributed to the Moffitt Modernization Project.

Dr. Watson, chairman of the Medical School's admissions committee, was acknowledged for "his unshakably strong commitment to the promotion of opportunity for students . . . his sympathetic understanding and strong affirmative action efforts that cross all ethnic and sex boundaries . . . and his concern first and foremost with disadvantaged students who have had to struggle and claw and fight to get where they are." Dr. Ellman was recognized for his many contributions as a civic leader in Marin County.

Also shown are Chancellor Sooy (far left) and Freeman Bradley, director of the Research and Development Laboratory and chairman of the awards committee.

Assistant Chancellor Public Programs Named



Richard B. Hayes

Richard B. Hayes has been named assistant chancellor for Public Programs, it was announced by Chancellor Sooy. Mr. Hayes, formerly director of Medical Center Development at Duke University, assumed his new position on July 1.

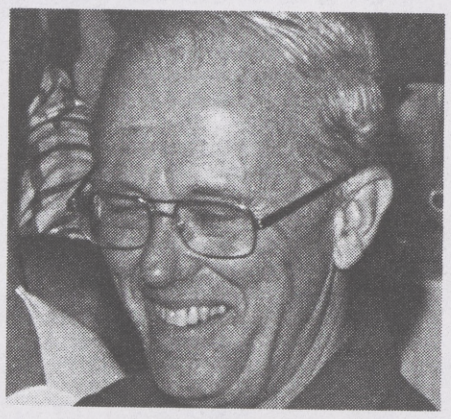
Mr. Hayes will be responsible for external relations — Development, Gifts & Endowments, Contracts & Grants, Public Service Programs and News Services & Publications, the Chancellor said.

Mr. Hayes comes to UCSF with a distinguished record in the field of medical institutional development. He earned the Fellow Award from the National Association for Hospital Development in 1977 and received the NAHD's highest (silver) award for Capital Giving in 1974. During his nine years at Duke, first with the university and then with the medical center he was instrumental in the development of a number of public programs in resource development resulting in an exceptional record of achievement.

Mr. Hayes also has played a leadership role in his field. In the prestigious National Association for Hospital Development he serves as a member of the Board of Directors, was chairman of the National Membership Committee and is presently chairman of the National Accreditation Committee. He also has been active in community and philanthropic activities, serving as chairman of the Duke United Fund Appeal, the Public Relations Committee of the Durham County chapter of the American Red Cross, the Forsyth County Toastmaster Club, and as a member of the Rotary Club, the Greater Durham Chamber of Commerce and the Duke Management Club.

Mr. Hayes received his B.S. in Business Administration from the University of North Carolina in 1960 and his M.Ed. from Duke in 1975. Prior to his positions at Duke University, he had extensive experience in sales and advertising with several leading national corporations.

A Fun Day For All At The Golf Tournament



50 members of the faculty, staff and student body of UCSF took part in the annual Golf Tournament earlier this year. Seen here (left) are Mary Collier of Addressing, the low gross winner; (Right top) Dr. Donald Sampson, the tournament winner, who was given the Bart Patch Trophy; and (below) Rick and Joanne Soued with Noel Christian. Rick had the "longest drive," as did Noel. Thena Trygstad scored the highest number of points, thereby losing the tournament and winning the dubious honor of being chairperson for next fall's tournament. Anita Pool chaired this year's event.